

### **AMENDMENTS TO THE CLAIMS**

This listing of claims will replace all prior versions and listings of claims in the application.

1. (Currently Amended) A method for selecting associates for expatriate assignments comprising:
  - (a) establishing a date for a new product launch;
  - (b) determining a period of years in advance of said date to complete an expatriate associate selection process for expatriate assignments applicable to said new product launch;
  - (c) within said period of years:
    - (1) identifying a plurality of associates eligible for said expatriate assignments;
    - (2) providing each of said plurality of associates with preview information relevant to a plurality of expatriate assignments, said preview information comprising organization, job description, and career progression information related to said expatriate assignments;
    - (3) receiving identifying information for a first set of candidates from said plurality of associates who have:
      - (1A) reviewed said preview information regarding said plurality of expatriate assignments; and
      - (2B) agreed to be considered for said expatriate assignments;

- (4) administering a plurality of assessments to said first set of candidates;
  - (5) entering in a computer assessment data for said first set of candidates completing said plurality of assessments;
  - (6) preparing at said computer a candidate selection summary report for comparing assessment data across all candidates in said first set of candidates;
  - (7) determining at said computer specifications for each of a plurality of expatriate assignments for said new product launch;
  - (8) creating at said computer a group of expatriate candidates for said expatriate assignments by selecting a subset of candidates from said first set of candidates according to said specifications;
  - (9) establishing at said computer a development plan for each candidate in said group of expatriate candidates, said development plan comprising activities to assist in preparing said candidates for said expatriate assignments;
  - (10) arranging for said group of expatriate candidates to complete said expatriate assignments outside said candidates' home countries;
  - (11) arranging for said group of expatriate candidates to return said candidates' home countries;
- (d) after said period of years and by said date, launching said new product.
- and

2. (Previously Presented) The method of claim 1 further comprising creating an assignment plan for at least one of said expatriate candidates.
3. (Canceled)
4. (Previously Presented) The method of claim 1 wherein providing each of said plurality of candidates with preview information regarding said expatriate assignments comprises providing each of said candidates with a realistic job preview video.
5. (Previously Presented) The method of claim 1 wherein receiving identifying information for a first set of candidates from said plurality of associates comprises determining which associates have decided to not proceed.
6. (Original) The method of claim 1 wherein said assessments comprise motivational, behavioral, cultural, and technical assessments.
7. (Previously Presented) The method of claim 6 wherein establishing a development plan for each candidate in said group of expatriate candidates comprises establishing development plans according to gaps identified from said motivational, behavioral, cultural, and technical assessments.
8. (Original) The method of claim 1 wherein at least one of said assessments is a self-assessment.
9. (Canceled)
10. (Previously Presented) A method for identifying a group of associates for expatriate assignments comprising:
  - (a) establishing a date for a new product launch;

- (b) determining a period of years in advance of said date to complete an expatriate associate selection process for expatriate assignments applicable to said new product launch;
- (c) within said period of years:
  - (1) identifying a first set of candidates who may be eligible for expatriate assignments;
  - (2) administering a plurality of assessments to said first set of candidates;
  - (3) entering in a computer assessment data for said plurality of assessments administered to said first set of candidates;
  - (4) preparing at said computer a candidate selection summary report for comparing assessment data across all candidates in said first set of candidates;
  - (5) determining at said computer specifications for each of a plurality of expatriate assignments for said new product launch;
  - (6) creating at said computer a group of expatriate candidates for said expatriate assignments by selecting a subset of candidates from said first set of candidates according to said specifications;
  - (7) identifying a second set of candidates who may be eligible for expatriate assignments;
  - (8) administering a plurality of assessments to said second set of candidates;

- (9) entering in said computer assessment data for said plurality of assessments to identify additional expatriate candidates from said second set of candidates;
  - (10) adding from said second set of candidates at least one additional expatriate candidate to said group of expatriate candidates for said expatriate assignments;
  - (11) arranging for said group of expatriate candidates to complete said expatriate assignments outside said candidates' home countries;
  - (12) arranging for said group of expatriate candidates to return said candidates' home countries;
- (d) after said period of years and by said date, launching said new product.
11. (Canceled)
12. (Previously Presented) The method of claim 10 further comprising creating an assignment plan for each of said candidates selected for said plurality of expatriate assignments.
13. (Canceled)
14. (Canceled)
15. (Previously Presented) The method of claim 10 wherein said plurality of assessments comprise motivational, behavioral, cultural, and technical assessments.
16. (Previously Presented) The method of claim 10 wherein at least one of said plurality of assessments is a self-assessment.

17. (Previously Presented) The method of claim 10 further comprising establishing development plans for each candidate in said group of expatriate candidates.
18. (Previously Presented) The method of claim 17 wherein establishing development plans for each candidate in said group of candidates comprises establishing development plans for each candidate in said group of expatriate candidates according to gaps identified from said assessments.
19. (Previously Presented) The method of claim 10 wherein identifying a first or second set of candidates comprises:
  - providing each of a plurality of associates with preview information regarding a plurality of expatriate assignments; and
  - determining which associates have reviewed said preview information and withdrawn voluntarily from further consideration.